

# Sustainability Report 2022

## Fact Sheet

# Ownership structure, sales revenue, employees, locations

## Key figures at a glance

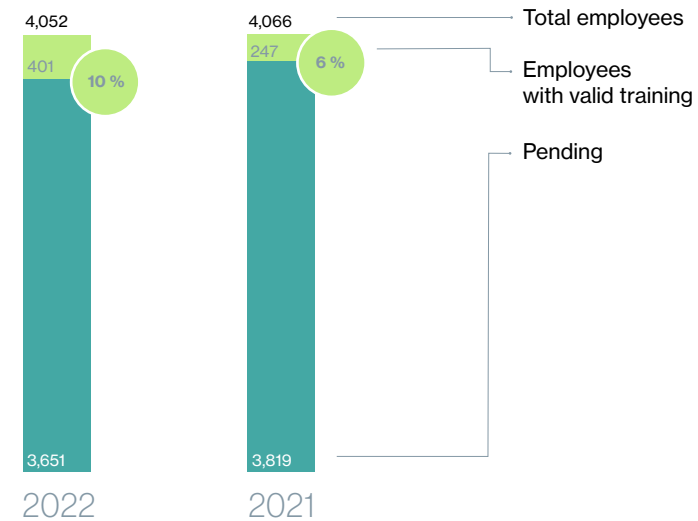
	<b>2022</b>	<b>2021</b>	<b>2020</b>
Hot metal purchases in kt	1,975	1,981	1,561
Crude steel production in kt	2,299	2,281	1,816
Heavy plate production in kt	1,841	1,782	1,406
of which Dillingen in kt	1,261	1,237	1,000
of which Dunkirk in kt	580	545	406
Net sales by country in million €			
Germany	1,329	879	575
France	144	124	268
Other EU countries	765	488	380
Other exports	424	223	207
Total sales revenues	2,662	1,714	1,430
Workforce/employees (excluding trainees) as at 31/12/			
in Dillingen	3,525	3,565	3,925
in Dunkirk (Dillinger France)	527	510	513
Fixed assets in million €	1,853	1,904	1,948
Investments in million €	29	7	13
Shareholders' equity in million €	1,544	1,394	1,304
EBITDA in million €	408	173	-50
EBIT in million €	347	112	-119

## Training status of employees required to receive training in compliance during the reporting year

Due to a revision of the training concept in 2022, no comparative figures can be given for previous years.

	<b>SHS</b>	<b>Dillinger</b>
Total	538	580
With valid training	515	448
Percent	96 %	77 %

## Employees trained on ethical issues during the reporting year



<b>SHS</b>	<b>2022</b>	<b>2021</b>
Total	793	775
With valid training	194	265
Percent	24 %	34 %

## Trainees trained in compliance during the reporting year

SHS does not offer apprenticeships.

	<b>Dillinger</b>
Total	254
Participants in classroom training	194
Percent	76 %

## Reports via the whistleblower system

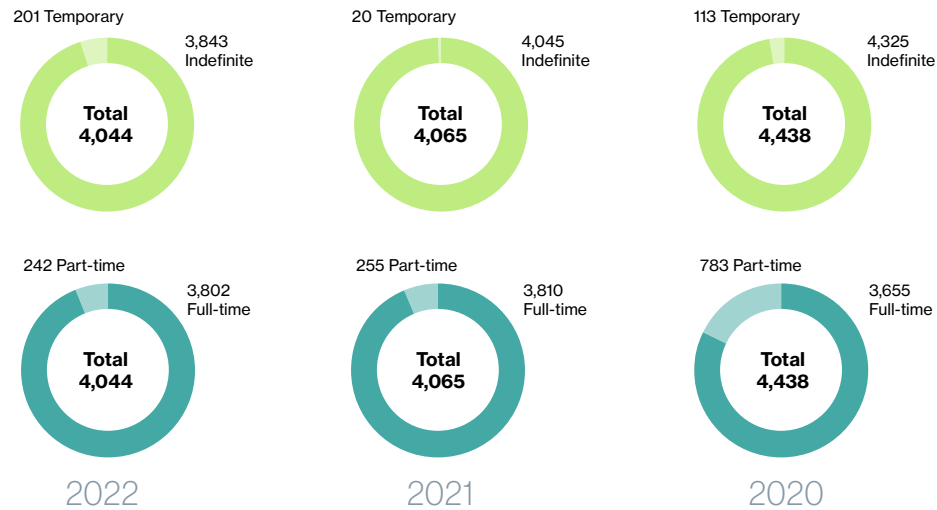
Indications of potential misconduct in more than one company are taken into account for all companies concerned.

	<b>2022</b>	<b>2021</b>	<b>2020</b>
SHS	1	2	1
Dillinger	1	3	1
Total	1	5	1



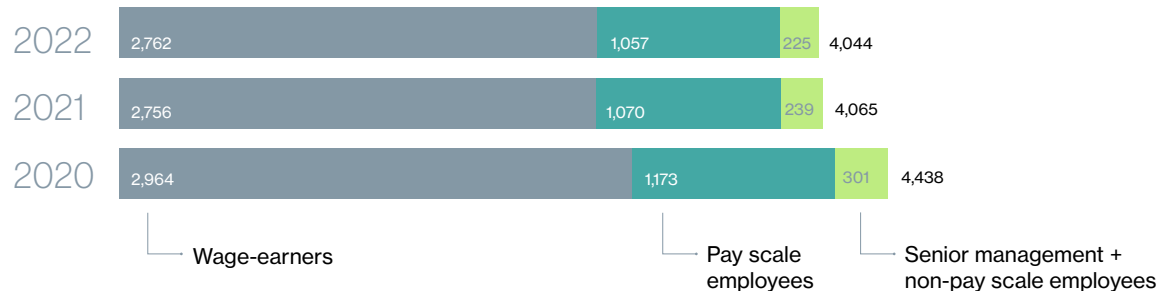
# Employment, work conditions, employee rights

## Number of employees by type of employment



SHS	2022	2021	2020
Temporary	3	0	4
Indefinite	790	775	543
Part-time	119	117	80
Full-time	674	658	467
Total	793	775	547

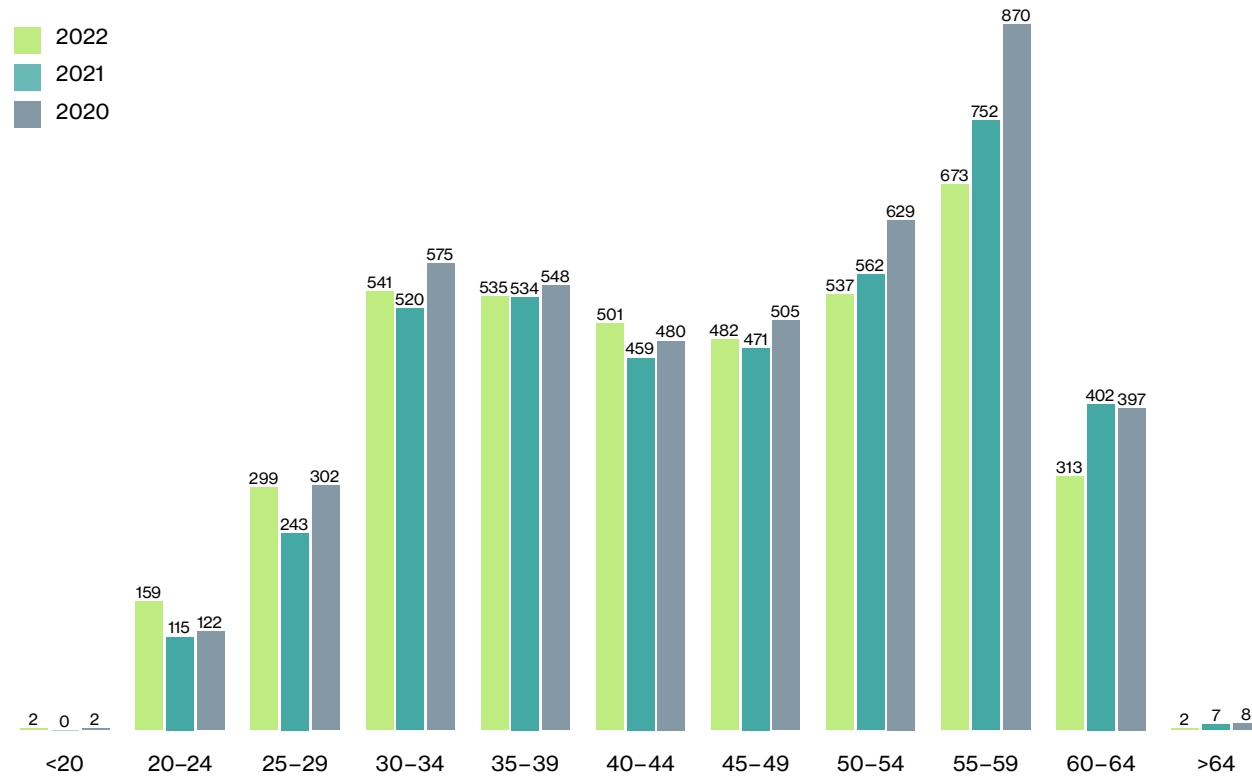
## Number of employees by employee group



SHS	2022	2021	2020
Senior management + non-pay scale employees	351	347	204
Pay scale employees	442	428	343
Wage earners	0	0	0
Total	793	775	547

# Employment, work conditions, employee rights

Number of employees by age group



Average employee tenure with the company in years



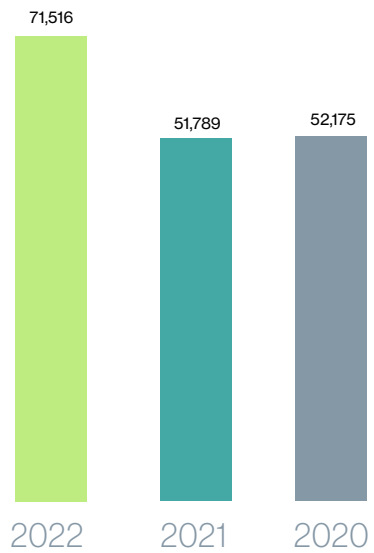
SHS	2022	2021	2020
<20	0	0	0
20-24	8	5	5
25-29	42	28	23
30-34	72	69	51
35-39	98	115	80
40-44	138	122	90
45-49	106	98	60
50-54	129	130	85
55-59	133	124	89
60-64	58	75	60
>64	9	9	4
Length of tenure with the company in years Ø	17	18	18

	2022	2021	2020
Employees OHG	1,059	1,052	1,083



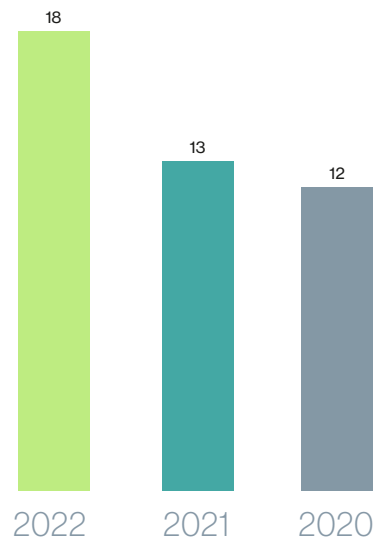
# Career planning and training

Hours spent on professional development  
Total in hours



SHS	2022	2021	2020
Total	12,950	8,344	1,317

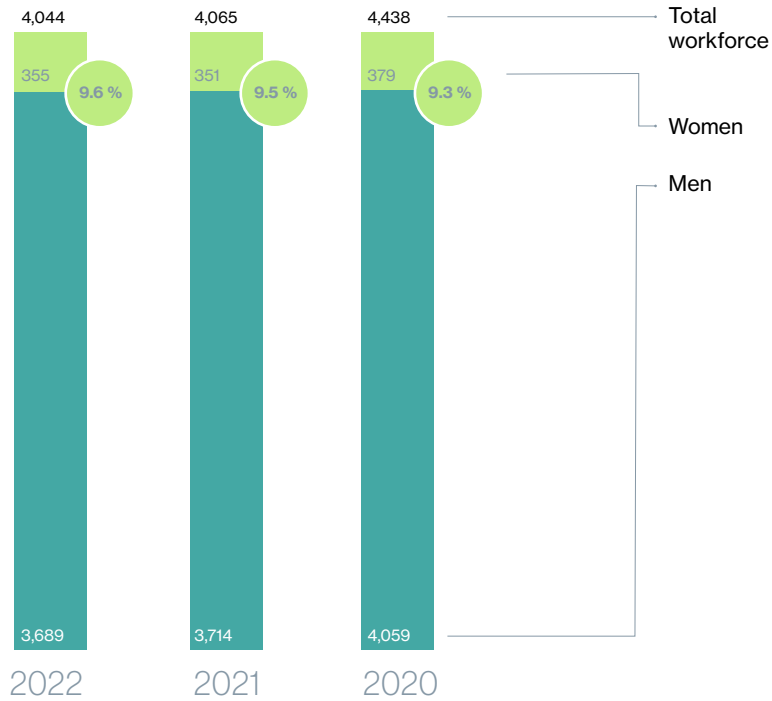
Hours spent on professional development  
Per employee in hours



SHS	2022	2021	2020
Total	16	11	2

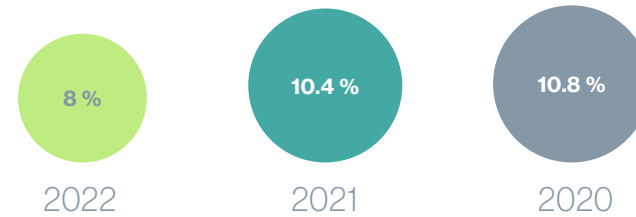


Number of employees by gender



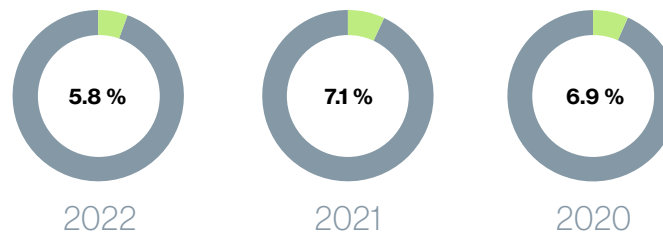
SHS	2022	2021	2020
Number of male employees	545	538	351
Number of female employees	248	237	196
Percentage of women	31.3 %	30.6 %	35.8 %

Percentage of women in management positions (Senior management + non-pay scale employees)



SHS	2022	2021	2020
Total	15.1 %	15.0 %	17.2 %

Percentage of workers with severe disabilities

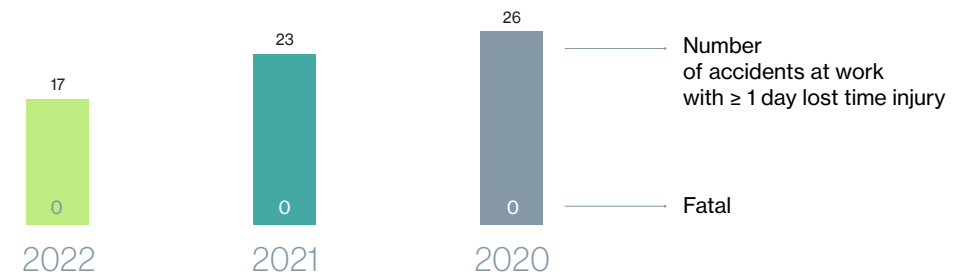


SHS	2022	2021	2020
Total	3.5 %	4.0 %	4.9 %



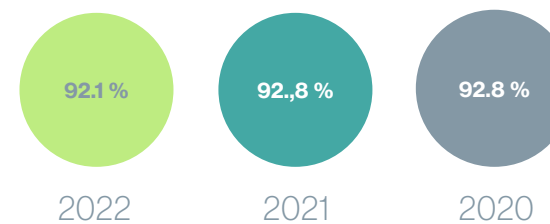
# Occupational health and safety

## Number of accidents



<b>SHS</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Accidents	0	0	0
Fatal	0	0	0

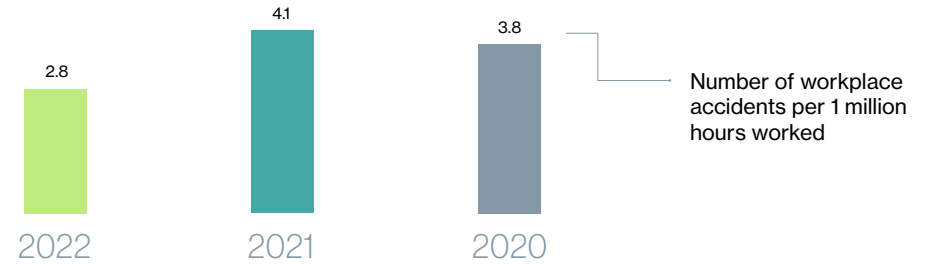
## Health rate



<b>SHS</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total	94.5 %	96.7 %	96.8 %

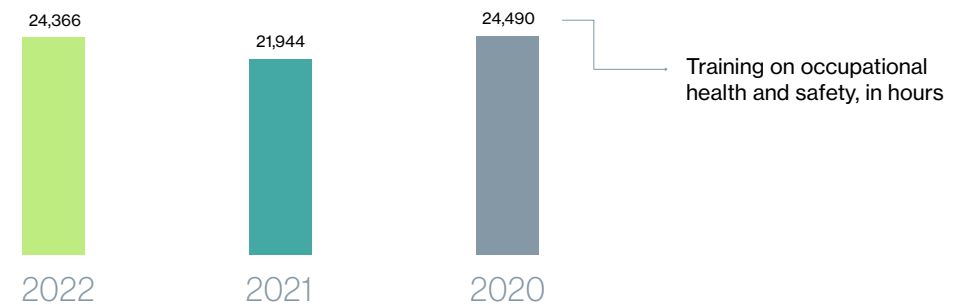
# Occupational health and safety

## Accident frequency rate



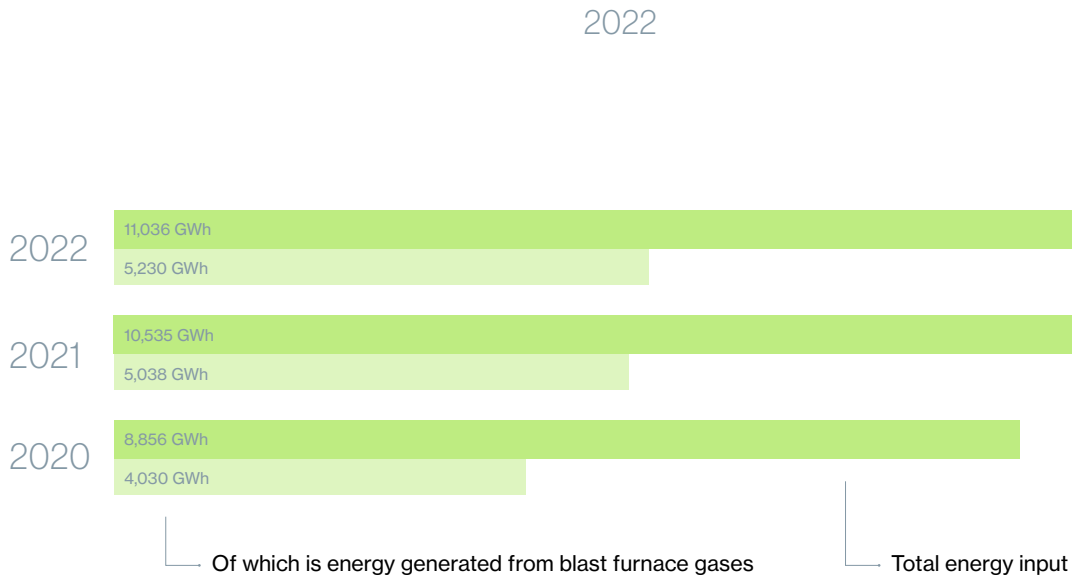
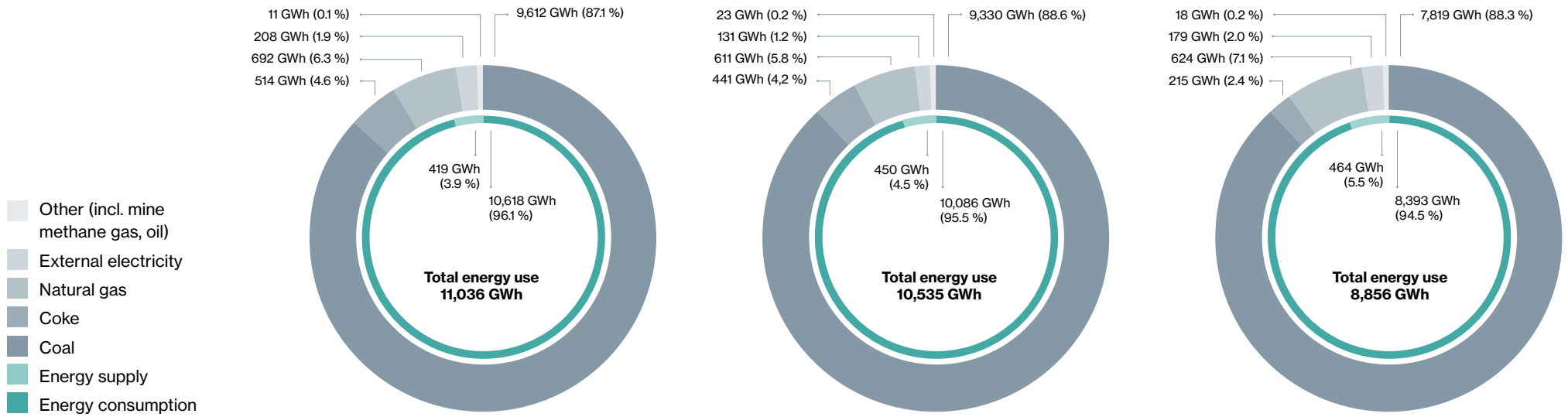
<b>SHS</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total	0	0	0

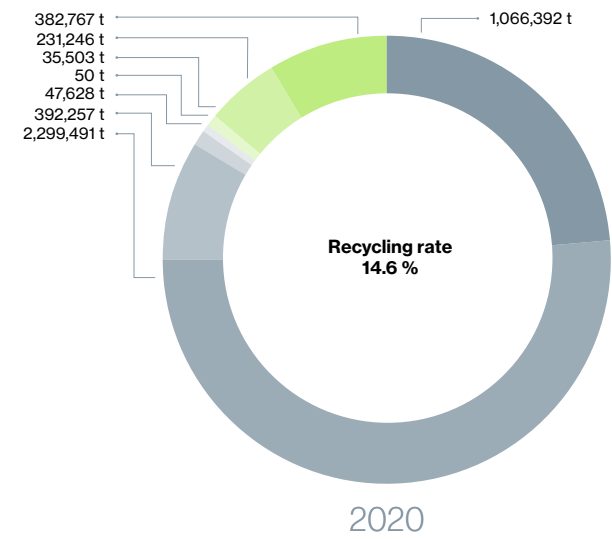
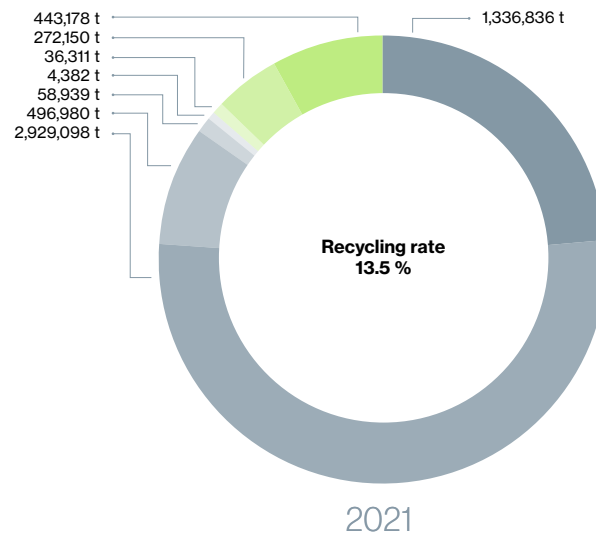
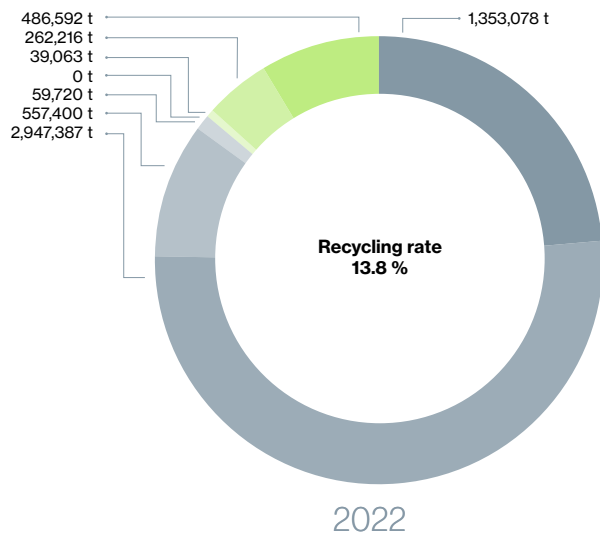
## Employee training on occupational health and safety



<b>SHS</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total	6,803	2,730	597



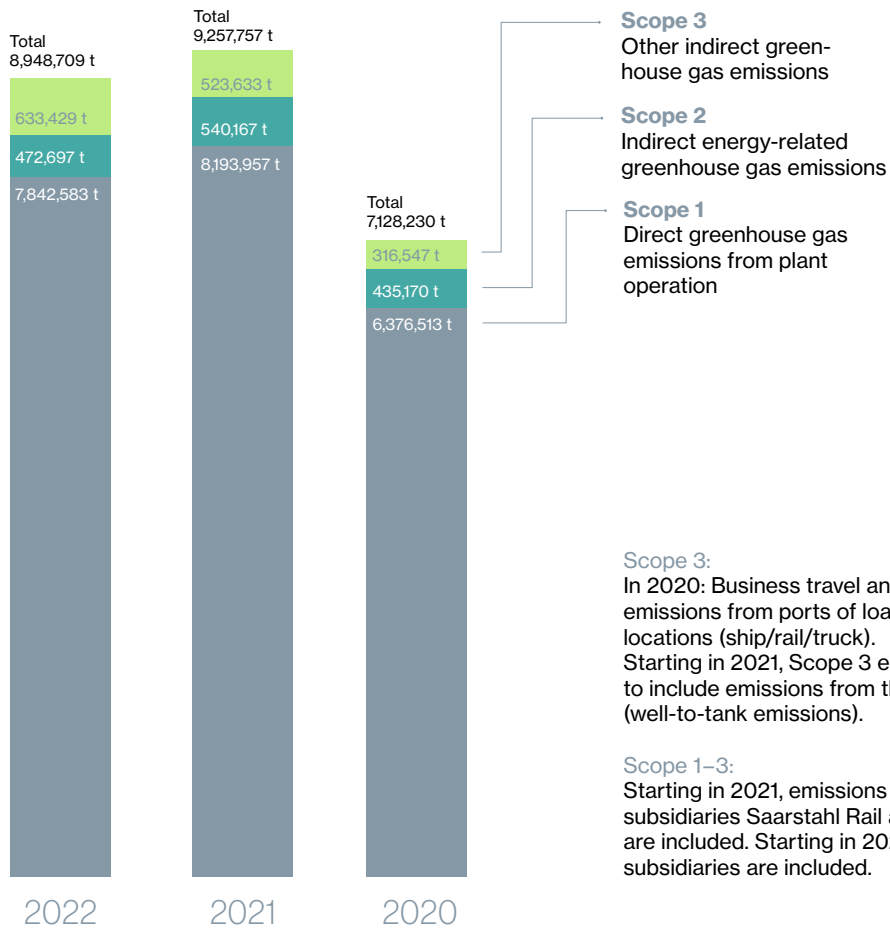




- Scrap input
- Circulating materials
- Recycled reducing agents, fuel from ZKS
- Purchased semi-finished products
- Use of alloying agents
- Aggregates, use of slag former
- Ores
- Reducing agents, fuels, heating agents (external)



The data for carbon emissions refer to the entire SHS Group including all subsidiaries.

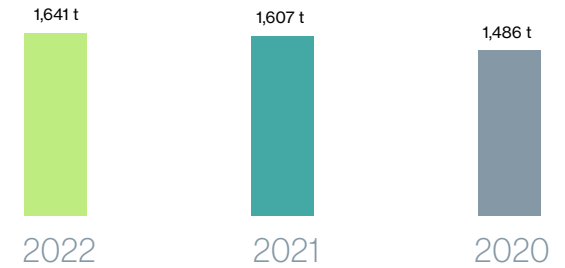


- Scope 3**  
Other indirect greenhouse gas emissions
- Scope 2**  
Indirect energy-related greenhouse gas emissions
- Scope 1**  
Direct greenhouse gas emissions from plant operation

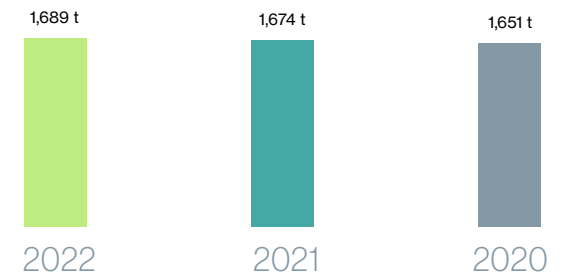
**Scope 3:**  
In 2020: Business travel and tank-to-wheel emissions from ports of loading to the respective locations (ship/rail/truck).  
Starting in 2021, Scope 3 emissions were expanded to include emissions from the provision of fuels (well-to-tank emissions).

**Scope 1–3:**  
Starting in 2021, emissions of the two new subsidiaries Saarstahl Rail and Saarstahl Ascoval are included. Starting in 2022, emissions from all subsidiaries are included.

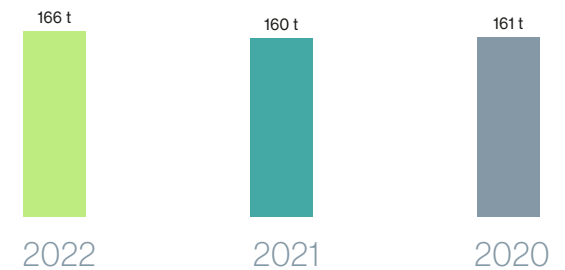
## Total NO<sub>x</sub> emissions



## Total SO<sub>2</sub> emissions

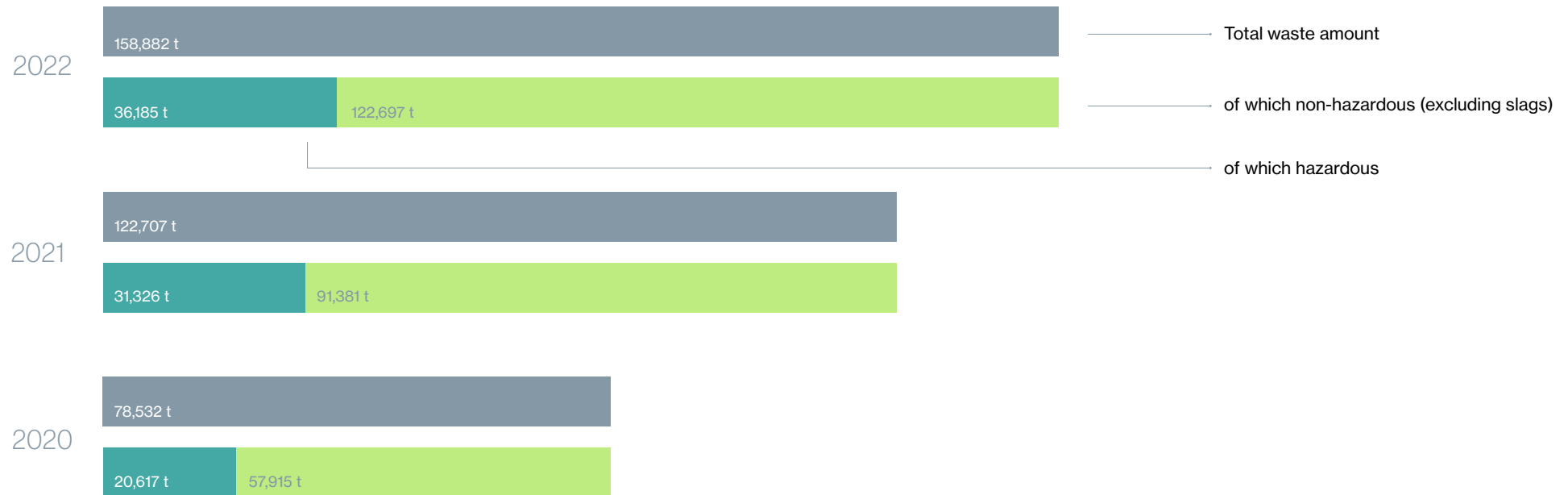


## Total captured dust emissions





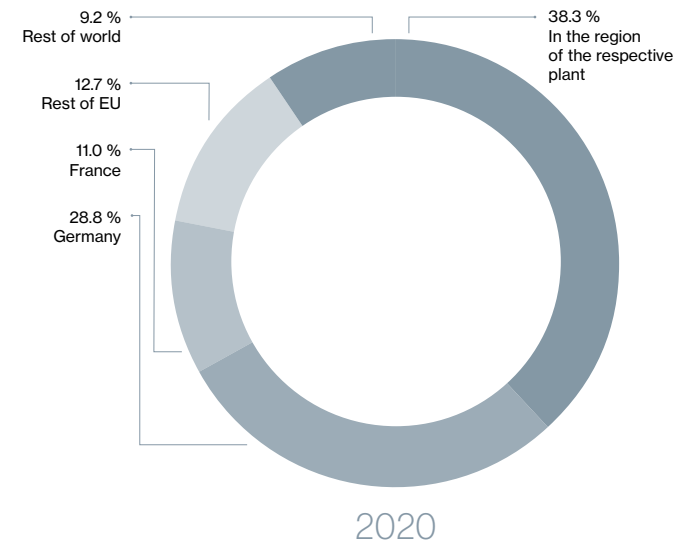
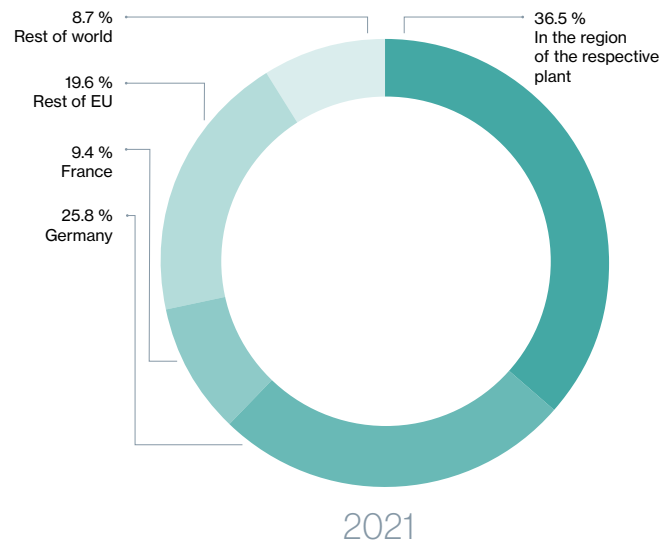
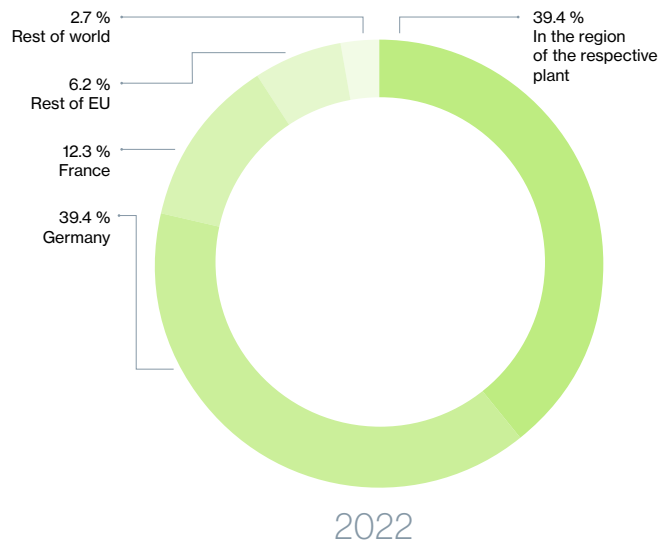
# Waste management



# Responsibility in the supply chain

## Percentage of spending on local suppliers (excluding raw materials)

The data refers to the companies AG der Dillinger Hüttenwerke and Saarstahl AG, including the preliminary stages of the coking plant and hot metal production.





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Pure<sup>+</sup>  
Steel

**Responsible:**

Communications, SHS – Stahl-Holding-Saar  
Quality Management, Aktien-Gesellschaft  
der Dillinger Hüttenwerke.

Additional data as well as information and  
activities related to the company can be  
found on the websites:

[www.stahl-holding-saar.de](http://www.stahl-holding-saar.de)  
[en.dillinger.de](http://en.dillinger.de)

**DILLINGER** 